

**Expanded  
Apprenticeship  
Accountability and  
Related Data Reporting**

**GET THERE**

**Florida's Workforce Education Initiative**

**Annual FACTE Conference**

**July 12, 2022**



# Agenda

- Overview
- Apprenticeship Sponsor Code Data Element
- Appendix O: Apprenticeship Sponsor Codes
- Data Reporting Analysis
- Review of High School Apprenticeship Frameworks & Delivery Methods
- Data Reporting Guidance
- Apprenticeship Data Quality
- New Apprenticeship Statutory Language & Accountability Measures
- Questions

# K-12 Apprenticeship Data Collection



# Apprenticeship Sponsor Code

- FACTE 2021
- Announcement of new Secondary CTE data element
- Apprenticeship Sponsor Code
- Increased visibility into secondary apprenticeship activity

# DE197289, Apprenticeship Sponsor Code

2020-21

- Expanded to include PK-12 reporting of apprenticeship & preapprenticeship activity
- Added to Surveys 2 & 3 for Student Course Schedule reporting and Survey 5 for CTE Student Course Schedule reporting.

FLORIDA DEPARTMENT OF EDUCATION  
DOE INFORMATION DATABASE REQUIREMENTS VOLUME I:  
AUTOMATED STUDENT INFORMATION SYSTEM  
AUTOMATED STUDENT DATA ELEMENTS  
Year: 2021-22

Data Element Number: 197289

Data Element Name: **Apprenticeship Sponsor Code**

For all postsecondary and secondary students enrolled in a registered apprenticeship or pre-apprenticeship program in which the student is actively registered, record the six-digit numeric sponsor code listed in Appendix O.

Code	Definition/Example
	Not applicable for this element

**Length:** 6  
**Data Type:** Alphanumeric  
**Year Implemented:** 1819  
**State Standard:** No  
**Use Types:**  
 State Reporting: Yes  
 Local Accountability: Yes  
 FASTER: No  
 Migrant Tracking: No  
**Required Grades:** PK-12, Adult  
**Programs Required:**  
 All Programs  
**Formats Required:**  
 Career and Technical Education Student Course Schedule DB9 16x  
 Student Course Schedule DB9 14x  
 WDIS Career and Technical Education Student Course Schedule DB9 47x  
**Surveys Required:**  
 Survey F Yes  
 Survey G Yes  
 Survey S Yes  
 Survey W Yes  
 Survey X Yes  
 Survey 2 Yes  
 Survey 3 Yes  
 Survey 5 Yes

# Appendix O

## Secondary CTE Appendices

- [A: Attendance Recordkeeping Required Codes for Grade PK-12 Students](#)
- [B: Attendance Recordkeeping Required Codes for Adult Students](#)
- [C: District Name Table](#)
- [E: FEFP Program Numbers](#)
- [FF: Career and Professional Education Act Career-Themed Courses Registered with FLDOE](#)
- [I: Reporting Characteristics \(WDIS and Secondary CTE\)](#) Note: Appendix I is contained in the WDIS Database Handbook.
- [N: Language Codes](#)
- [O: Apprenticeship Sponsor Code](#)
- [Q: United States Commonwealth and Territories](#)
- [S: Postsecondary Career Education Programs with Occupational Completion Points](#) Note: Appendix S is contained in the WDIS Database Handbook.
- [Y: Career and Professional Academies Registered with FLDOE](#)
- [Z: Industry Certification Identifier](#)

# Appendix O: Apprenticeship Sponsor Codes

Year	Program Sponsor Code	Registered Program Name	Program Number (USDOL or Florida Pre-apprenticeship)	Occupation/Trade	Program Length	Program Type	Program Sponsor of Preapprenticeship Program	FDOE/Program
2223	102044	Academy of Construction Technologies, Inc. Preapprenticeship	P-060	Bricklayer	22 months	Time-Based	A/C Contractors Association of Central FL GNJ	FL0089
2223	102044	Academy of Construction Technologies, Inc. Preapprenticeship	P-060	Electrician	22 months	Time-Based	Central Florida Building Maintenance Apprenticeship, GNJ	FL0051
2223	102044	Academy of Construction Technologies, Inc. Preapprenticeship	P-060	HVAC	22 months	Time-Based	Central Florida Electrical JATC	FL0086
2223	102044	Academy of Construction Technologies, Inc. Preapprenticeship	P-060	Maintenance Repairer, Building	22 months	Time-Based	Florida Electric Apprenticeship & Training GNJ	FL0088
2223	102044	Academy of Construction Technologies, Inc.	P-060	Plumber	22 months	Time-Based	iBuild Carpentry Apprenticeship Program, GNJ	2019-F

# 2021-22 Reporting Analysis

- 2021-22
- Survey 3, only
- Apprenticeship Sponsor Code reported
  - Broward
  - Hillsborough
  - Seminole



# 2021-22 Reporting Analysis Continued

- Believed underreporting of apprenticeship sponsor codes
  - Appendix O: Apprenticeship Sponsor Codes
  - High School Preapprenticeship program/course numbers

# Appendix O: Apprenticeship Sponsor Codes

- Information used to populate appendix comes from apprenticeship program standards of agreement upon program registration.
  - Preapprenticeship program
  - LEA partnership
- Baker
- Broward
- Hillsborough
- Nassau
- Seminole

# High School Apprenticeship Framework

- High School Apprenticeship Framework

2022 - 2023

Florida Department of Education  
Curriculum Framework

**Program Title:** High School Apprenticeship  
**Program Type:** Career Preparatory  
**Career Cluster:** Any Cluster within an Apprenticeable Occupation

**Secondary – Career Preparatory**

Program Number	8000300
CIP Number	0891010003
Grade Level	10 – 12
Standard Length	3 credits
Teacher Certification	Refer to the <b>Program Structure</b> section.
CTSO	Program Specific
SOC Codes (all applicable)	Discipline Specific
CTE Program Resources	<a href="http://www.fdoe.org/academics/career-adult-edu/career-tech-edu/program-resources.stml">http://www.fdoe.org/academics/career-adult-edu/career-tech-edu/program-resources.stml</a>
Eligibility	Minimum 16 Years of Age, Registered in a Registered Apprenticeship Program (section 446.011-092 F.S.)

# High School Apprenticeship Framework

- High School Apprenticeship Framework

Course Number	Course Title	Teacher Certification	Length	SOC Code	Level	Graduation Requirement
8000310	Apprenticeship 1	ANY CAREER AND TECHNICAL EDUCATION FIELD OR COVERAGE	1 credit	Occupation Specific	2	PA
8000320	Apprenticeship 2		1 credit	Occupation Specific	2	PA
8000330	Apprenticeship 3		1 credit	Occupation Specific	2	PA

<https://www.fldoe.org/academics/career-adult-edu/career-tech-edu/curriculum-frameworks/2022-23-frameworks/>

Additional CTE Program/Courses

# High School Preapprenticeship Framework

- High School Pre-Apprenticeship Framework

2022 - 2023

Florida Department of Education  
Curriculum Framework

**Program Title:** High School Pre-Apprenticeship  
**Program Type:** Career Preparatory  
**Career Cluster:** Any Cluster within an Apprenticeable Occupation

**Secondary – Career Preparatory**

Program Number	8000200
CIP Number	0891010002
Grade Level	9 – 12
Standard Length	4 credits
Teacher Certification	Refer to the <b>Program Structure</b> section.
CTSO	Program Specific
SOC Codes (all applicable)	Discipline Specific
CTE Program Resources	<a href="http://www.fldoe.org/academics/career-adult-edu/career-tech-edu/program-resources.stml">http://www.fldoe.org/academics/career-adult-edu/career-tech-edu/program-resources.stml</a>
Eligibility	Minimum 16 Years of Age, Registered in a Registered Pre-Apprenticeship Program (section 446.021 F.S.)

# High School Preapprenticeship Framework

- High School Pre-Apprenticeship Framework

Course Number	Course Title	Teacher Certification	Length	SOC Code	Level	Graduation Requirement
8000110	Pre-Apprenticeship 1	ANY CAREER AND TECHNICAL EDUCATION FIELD OR COVERAGE	1 credit	Occupation Specific	2	PA
8000120	Pre-Apprenticeship 2		1 credit	Occupation Specific	2	PA
8000130	Pre-Apprenticeship 3		1 credit	Occupation Specific	2	PA
8000140	Pre-Apprenticeship 4		1 credit	Occupation Specific	2	PA

<https://www.fldoe.org/academics/career-adult-edu/career-tech-edu/curriculum-frameworks/2022-23-frameworks/>

Additional CTE Program/Courses

# High School Preapprenticeship Delivery Methods

- Preapprenticeship course numbers implemented 2018-19
- FLDOE does not mandate the use of the preapprenticeship course number. An agency may use them or other CTE course numbers of choice.
- 2020-21 course enrollments in 8000110, 8000120, 8000130, 8000140
  - Miami-Dade
  - Okaloosa
  - Pasco

# Data Reporting Guidance

- If a student is enrolled in any of the apprenticeship or preapprenticeship course numbers, there must be an associated apprenticeship sponsor code reported.
- Speak with respective agency CTE Director to learn of all preapprenticeship programs offered within agency high schools, including those that use a non-apprenticeship course number delivery method.
- Report all preapprenticeship activity.



# Apprenticeship Data Quality



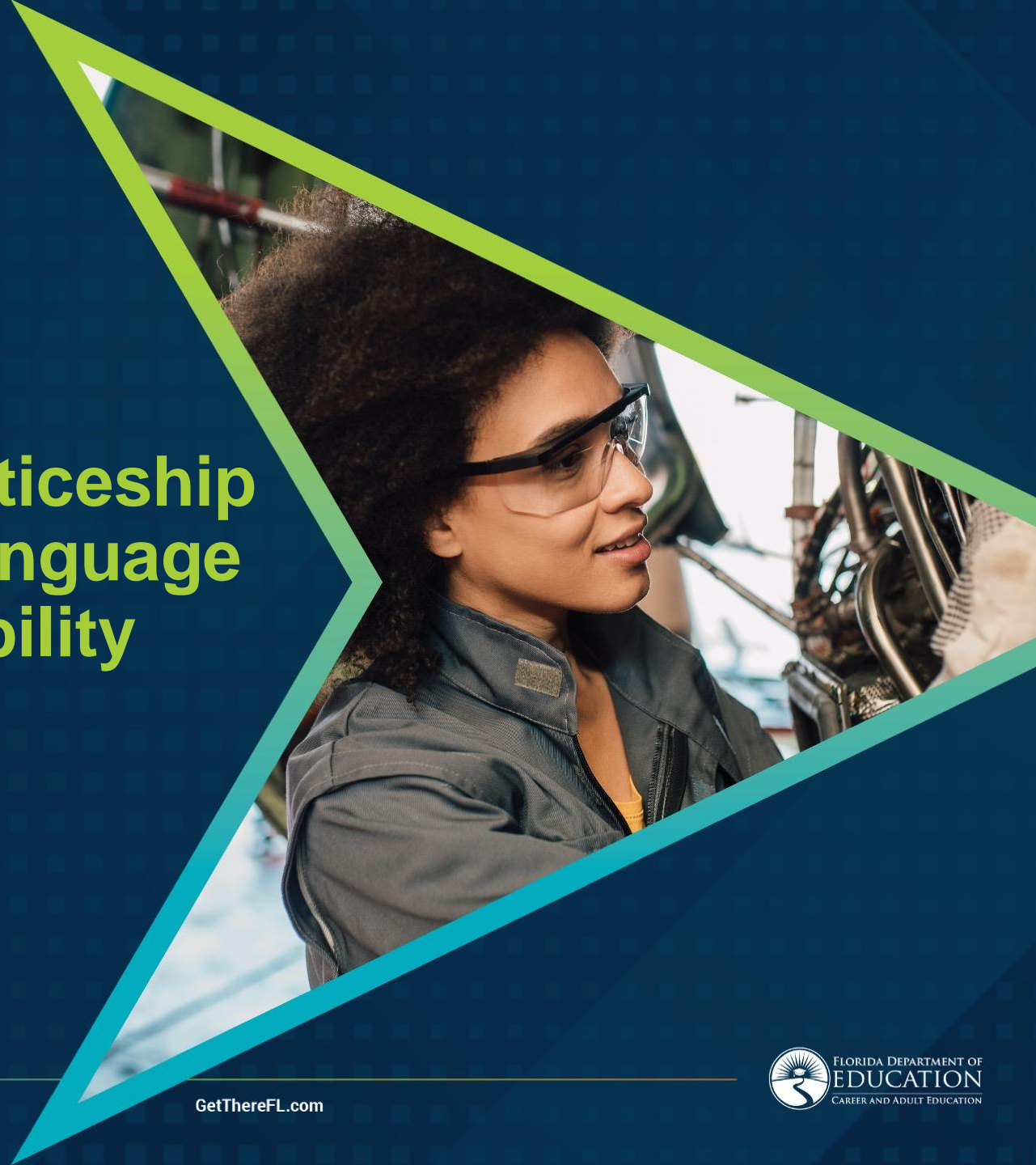
# Apprenticeship Reporting Edits

- 2022-23
  - Potential data reporting edits:
  - If agency uses an apprenticeship or preapprenticeship course number an apprenticeship sponsor code will be required or record will be rejected.

# Annual Apprenticeship Report

- Number of preapprenticeship programs
- Number of preapprenticeship program students
- Preapprenticeship LEA partners
- Enrollments

# New Apprenticeship Statutory Language & Accountability Measures



# Annual Apprenticeship Report Requirements

- §446.032 General duties of the department for apprenticeship training.—The department shall:
- (1) Establish uniform minimum standards and policies governing apprenticeship and preapprenticeship programs and agreements which must require training providers to **submit data necessary to determine program performance consistent with state and federal law**. The standards and policies shall govern the terms and conditions of the apprentice's employment and training, including the quality training of the apprentice for, but not limited to, such matters as ratios of apprentices to journeyworkers, safety, related instruction and on-the-job training; but these standards and policies may not include rules, standards, or guidelines that require the use of apprentices and job trainees on state, county, or municipal contracts. The department shall adopt rules necessary to administer the standards and policies.

# Annual Apprenticeship Report Requirements cont.

§446.032 General duties of the department for apprenticeship training.—The department shall:

- (2) By September 1 of each year, publish an annual report on apprenticeship and preapprenticeship programs. The report must be published on the department's website and, at a minimum, include all of the following:
  - (a) A list of registered apprenticeship and preapprenticeship programs, sorted by local educational agency, as defined in s. 1004.02(18), and apprenticeship sponsor, under s. 446.071.
  - (b) A detailed summary of each local educational agency's expenditure of funds for apprenticeship and preapprenticeship programs, including:
    1. The total amount of funds received for apprenticeship and preapprenticeship programs.
    2. The total amount of funds allocated by training provider, program, and occupation.
    3. The total amount of funds expended for administrative costs by training provider, program, and occupation.

# Annual Apprenticeship Report Requirements cont.

4. The total amount of funds expended for instructional costs by training provider, program, and occupation.

(c) The number of apprentices and preapprentices per trade and occupation.

(d) The percentage of apprentices and preapprentices who complete their respective programs in the appropriate timeframe.

(e) Information and resources related to applications for new apprenticeship programs and technical assistance and requirements for potential applicants.

(f) Documentation of activities conducted by the department to promote apprenticeship and preapprenticeship programs through public engagement, community-based partnerships, and other initiatives and the outcomes of such activities and their impact on establishing or expanding apprenticeship and preapprenticeship programs.

(g) Retention and completion rates of participants disaggregated by training provider, program, and occupation.

(h) Wage progression of participants as demonstrated by starting, exit, and postapprenticeship wages at 1 and 5 years after participants exit the program.

# Pathways to Career Opportunities Grants Reporting Requirements

1011.802 Florida Pathways to Career Opportunities Grant Program.—

(4) The department shall annually report on its website:

(a) The number of programs funded and represented throughout the state under this section.

(b) Retention, completion and employment rates, categorized by program and provider.

(c) Starting and ending salaries, as categorized by program and provider, for participants who complete the program.



# Apprenticeship – New Rulemaking

## 6A-23.011 Program Performance Standards.

- (1) Every registered apprenticeship program must have at least one (1) registered apprentice, except for the following specified periods of time, which may not exceed one (1) year:
  - (a) Between the date when a program is registered and the date of registration for its first apprentice(s); or
  - (b) Between the date that a program graduates an apprentice and the date of registration for the next apprentice(s) in the program.
- (2) The Department must evaluate performance of registered apprenticeship programs. The tools and factors to be used must include, but are not limited to, the following:
  - (a) Quality assurance assessments;
  - (b) Equal Employment Opportunity (EEO) Compliance Reviews;
  - (c) Retention rates. Completion rates and Wage progression metrics;
  - (d) Adherence to the approved program standards; and
  - (e) Compliance with rules relating to apprenticeship programs established in Chapter 6A-23, F.A.C.

# Apprenticeship – New Rulemaking cont.

- (3) Accountability Reporting for Registered Apprenticeship and Preapprenticeship Programs. The Department shall calculate and publish retention rates, completion rates and wage progression metrics annually for all registered apprenticeship and preapprenticeship programs based upon the registered sponsor, program and occupation.
- (a) Retention rate will be calculated as the percentage of apprentices or preapprentices retained or completing a program by the end of fourth quarter after the initial quarter of enrollment in a registered apprenticeship or preapprenticeship program.
- (b) Completion rate will be calculated as the percentage of apprentices or preapprentices completing the registered apprenticeship or preapprenticeship program within one (1) year after the expected program length identified in the program standards.
- (c) Wage progression of participants will be calculated by registered program sponsor and occupation for the following periods: starting wage as identified in the current program standards, exit wage as identified by the wage scale for the last year in the current program standards, and post-apprenticeship completion wages calculated at one (1) and five (5) years after program exit based upon annual cohorts of program completers who are tracked using administrative records of employment and wages that are available to the Department.

# Apprenticeship – New Rulemaking con't

- (4) The Department must review a program's completion rates in comparison to the national average for completion rates. Based on the review, the Department must provide technical assistance to programs with completion rates lower than the national average.
- (5) Cancellation of apprenticeship agreements during the probationary period will not have an adverse impact on a sponsor's completion rate.

*Rulemaking Authority 446.032, 446.041(13) FS. Law Implemented 446.052 FS, History–New 3-29-11, Amended 6-25-19, 5-3-22. The rules relating to apprenticeship programs established in Chapter 6A-23, F.A.C.*

# New Apprenticeship Statutory Language Accountability Measures



# Key Terms

- **RAPIDS**
  - United State Department of Labor national data collection system for apprenticeship programs
  - Data entered by Apprenticeship Program Sponsors
    - Often with LEA assistance/sometimes LEA is program sponsor
    - Start date, completion date, start wage, ending wage, apprenticeship program information, etc.
- **Related Training & Instruction (RTI)**
  - Required classroom instruction hours
- **On-the-Job-Training (OJT)**
  - Required on-the-job training
- **Apprenticeship Year**
  - July 1 – June 30
- **Cohorts**
  - July – September
  - October – December
  - January – March
  - April - June

# Retention Rates

- **Retention Rates**
  - The percentage of apprentices or preapprentices retained or completing a program by the **end of fourth quarter** after the initial quarter of enrollment in a registered apprenticeship or preapprenticeship program.
- **Data Source:**
  - Apprentices: RAPIDS
  - Pre-Apprentices: Pre-apprentice program
- **Cohort:** Apprentices who were active July 1 – June 30 of report year.
  - Ex: For the 21-22 Annual Apprenticeship Report, the cohort is apprentices who were active July 1, 2020 - June 30, 2021

# Completion Rates

- **Completion Rates**
  - The percentage of apprentices or preapprentices completing the registered apprenticeship or preapprenticeship program within one (1) year after the expected program length identified in the program standards.
- **Data Source:** RAPIDS
  - Apprentices: RAPIDS
  - Pre-Apprentices: Pre-apprentice program
- **Cohort:** Apprentices who were active July 1 – June 30 of report year.
  - Ex: For the 21-22 Annual Apprenticeship Report, the cohort is apprentices who were active July 1, 2020 - June 30, 2021

# Wage Progression

- **Wage Progression**

- Will be calculated by registered program sponsor and occupation for the following periods: starting wage as identified in the current program standards, exit wage as identified by the wage scale for the last year in the current program standards, and post-apprenticeship completion wages calculated at one (1) and five (5) years after program exit based upon annual cohorts of program completers who are tracked using administrative records of employment and wages that are available to the Department.

- **Data source:** FETPIP

- **Cohort:** Lagged cohorts to allow one year and five years of time to calculate rates.

- **One year:** Apprenticeship completers who exited July 1, 2019 - June 30, 2020
- **Five years:** Apprenticeship completers who exited July 1, 2015 –June 30, 2016

Not applicable to pre-apprentices





# Questions



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